### **BOARD OF SUPERVISORS, COUNTY OF LAKE, STATE OF CALIFORNIA**

#### RESOLUTION NO. 2021-\_\_\_\_

### RESOLUTION AMENDING RESOLUTION NO. 2020-151 ESTABLISHING SALARIES AND BENEFITS FOR MANAGEMENT EMPLOYEES FOR THE PERIOD FROM NOVEMBER 1, 2020 TO OCTOBER 31, 2021

WHEREAS, on October 20, 2020, this Board adopted Resolution No. 2020-151 Establishing Salaries and Benefits for Management Employees for the period from November 1, 2020 to October 31, 2021; and

WHEREAS, on March 2, 2021, at the recommendation of the Classification, Compensation, Recruitment and Retention Committee as part of the review process following implementation of the 2019 Total Classification and Compensation Study, this Board adopted Resolution No. 2021-23 amending the salaries of the Deputy Director of Behavioral Health and the Sheriff-Coroner Admin Manager; and

WHEREAS, amendment is needed to Attachments "A-O" and "A-1" of Resolution No. 2020-151 to convert hourly rates to monthly salary; and

WHEREAS, amendment is included in Attachment "A-1" to reflect the adjusted salaries of Deputy Director of Behavioral Health and the Sheriff-Coroner Admin Manager, approved per Resolution No. 2021-23; and

WHEREAS, this Board took action on May 4, 2021 to reallocate the Community Development Director class as a standalone department head pending recruitment to fill it; and

WHEREAS, with the reallocation of the Community Development Director class, amendment to the aforementioned Resolution is needed to update the salary ranges of the Director of Public Works/Water Resources/Community Development Director and the Director of Public Works/Water Resources; and

WHEREAS, given the extreme difficulty recruiting and retaining licensed medical staff, this Board desires to adjust the salary range for the Public Health Officer position in accordance with licensed nursing positions.

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Resolution No.

### NOW THEREFORE, BE IT RESOLVED that:

Paragraph 1.1 of Article 1 COMPENSATION of the aforementioned Resolution is hereby amended to read as follows:

" 1.1 Salary Schedule

The salary range for each classification from Step 1 through Step 5 shall be shown in Attachments "A-O" and "A-1", which are attached hereto and incorporated herein by reference, and reflect the following adjustments:

Except as explained below, the CPS-HR Classification and Compensation (CC) Study dated October 1, 2019 shall be implemented at 80% of market median (Market 80).

Given the extreme difficulty recruiting and retaining licensed medical staff, the salary range for the Director of Nursing for the period November 1, 2020 to October 31, 2021 is:

	Step One	Step Two	Step Three	Step Four	Step Five
Public Health Nursing Director	\$8,769	9,207	9,669	10,152	10,658
[M56]					

Given the extreme difficulty recruiting and retaining licensed medical staff, the salary range for the Public Health Officer is:

Public Health Officer					
11/01/2020 to 06/30/21 [M69]	\$12,088	12,693	13,328	13,993	14,693
07/01/2021 to 10/31/21 [M76]	\$14,369	15,088	15,842	16,634	17,466

From November 1, 2020 through June 13, 2021, the salary range of the Director of Public Works/Water Resources/Community Development is:

	Step One	Step Two	Step Three	Step Four	Step Five
Public Works Director/WR/CDD	\$11,506	12,081	12,685	13,319	13,986
[M67]					

From June 14, 2021 to October 31, 2021, the salary range of the Director of Public Works/Water Resources Director shall be set as follows:

	Public Works Director/WR [M63]	\$10,424	10,945	Step Three 11,492	Step Four 12,067	Step Five 12,670"	
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Resolution No.

THIS RESOLUTION was passed and adopted by the Board of Supervisors of the County of Lake at a regular meeting thereof on the 8th day of June 2021, by the following vote:

AYES: NOES: ABSENT OR NOT VOTING:

COUNTY OF LAKE

Chair, Board of Supervisors

ATTEST: CAROL J. HUCHINGSON Clerk of the Board APPROVED AS TO FORM: ANITA L. GRANT County Counsel

Byanita grant (Jun 3, 2021 16:51 PDT)

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As of: 6/3/2021 08:15AM

Class #	Classification Title	Grade Pay	Pay	Step 1
00-0190	ASSESSOR-RECORDER	E56	ш	8,769
00-0280	AUDITOR-CONTROLLR/COUNTY CLERK	E62	ш	10,169
00-1501	00-1501 BOARD OF SUPERVISORS-CHAIRMAN	020	ш	5,510
00-1502	00-1502 BOARD OF SUPERVISORS-MEMBER	010	ш	5,309
00-0680	DISTRICT ATTORNEY	E66	ш	11,225
00-1230	SHERIFF-CORONER	E66	ш	11,225
00-1360	TREASURER/TAX COLLECTOR	E55	ч	8,556

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Class #	Classification Title	Grade Pay	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
01-0090	AG COMM/S OF W & M	M51	Σ	7,751	8,138	8,545	8,972	9,421
01-0110	AIR POLLUTION CNTRL OFCR	M51	Σ	7,751	8,138	8,545	8,972	9,421
01-0155	ANIMAL CONTROL DIRECTOR	M36	Σ	5,351	5,619	5,900	6,195	6,505
01-0364	ASSISTANT ASSESSOR RECORDER	M40	Σ	5,907	6,202	6,512	6,838	7,179
01-0286	ASSISTANT AUDITOR-CONTROLLER	M46	Σ	6,850	7,193	7,552	7,930	8,327
01-0230	ASSISTANT CHIEF PROBATION OFFI	M43	Σ	6,361	6,679	7,013	7,363	7,732
01-2015	ASSISTANT COUNTY ADMIN OFFICER	M59	Σ	9,443	9,916	10,412	10,932	11,478
01-1376	ASSISTANT TREASURER TAX COLL	M41	Σ	6,055	6,358	6,675	7,010	7,360
01-0799	ASST PUBLIC WORKS DIR	M49	Σ	7,377	7,746	8,133	8,540	8,967
01-1136	BEHAVIORAL HEALTH PROG MGR	M41	Σ	6,055	6,358	6,675	7,010	7,360
01-1106	CANNABIS PROGRAM MANAGER	M35	Σ	5,221	5,483	5,756	6,044	6,346
01-2101	CAPTAIN - CORRECTIONS	M44	Σ	6,521	6,847	7,188	7,549	7,925
01-2104	CENTRAL DISPATCH MANAGER	M30	¥	4,614	4,845	5,087	5,342	5,609
01-2106	CHIEF BUILDING OFFICIAL	M44	Σ	6,521	6,847	7,188	7,549	7,925
01-0285	CHIEF DEPUTY AUDITOR-CONTROLLR	M42	M	6,205	6,516	6,841	7,185	7,543
01-2002	CHIEF DEPUTY CO ADMIN OFFICER	M54	M	8,346	8,764	9,202	9,662	10,145
01-0526	CHIEF DEPUTY DISTRICT ATTORNEY	M52	M	7,944	8,341	8,759	9,197	9,656
01-0231	CHIEF DEPUTY PROBATION OFFICER	M35	Μ	5,221	5,483	5,756	6,044	6,346
01-0853	CHIEF DISTRICT ATTORNEY INVEST	M35	Μ	5,221	5,483	5,756	6,044	6,346
01-0360	CHIEF DPTY ASSR/REC-VALUATIONS	M34	Μ	5,094	5,349	5,616	5,897	6,191
01-1130	CHIEF PROBATION OFFICER	M53	N	8,143	8,551	8,977	9,426	9,897
01-2045	CODE ENFORCEMENT MANAGER	M31	M	4,730	4,966	5,216	5,476	5,749
01-1110	COMMUNITY DEVELOPMENT DIRECTOR	M55	M	8,556	8,984	9,433	9,904	10,398
01-2001	COUNTY ADMINISTRATIVE OFFICER	M69	¥	12,088	12,693	13,328	13,993	14,693
01-0520	COUNTY COUNSEL	M67	Μ	11,506	12,081	12,685	13,319	13,986
01-0530	COUNTY LIBRARIAN	M44	Μ	6,521	6,847	7,188	7,549	7,925
01-0610	COUNTY SURVEYOR	M41	Σ	6,055	6,358	6,675	7,010	7,360
01-0644	DEP ADMIN BEHAVIORAL HLTH CLIN	M46	Σ	6,850	7,193	7,552	7,930	8,327
01-0647	DEP DIR OF BEHAVIOR HEALTH ADM	M46	Μ	6,850	7,193	7,552	7,930	8,327
01-0648	DEP DIRECTOR BEHAVORIAL HEALTH	M46	Σ	6,850	7,193	7,552	7,930	8,327
01-2233	DEP INFORMATION TECH DIRECTOR	M47	Σ	7,022	7,374	7,741	8,129	8,535
01-1113	DEP. COMMUNITY DEV. DIRECTOR	M48	¥	7,197	7,557	7,935	8,332	8,748
01-0154	DEPUTY AG COMM/SEALER OF W&M	M34	Ν	5 004	5 3/0	5 616	E 007	0101

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PR Salary Grade/Step Report for Group 01

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W	Sten 5	4,957	6,835	7,732	7,732	8,327	7,925	8,327	6,835	7,543	6,835	7,543	6,191	9,897	8,748	6,835	7,925	8,748	10,398	9,897	5,339	7,543	6,191	6,346	7,925	5,609	6,191	6,505	10,658	7,732	5,472	10,145	10,658	6,041
21 08:13/	Sten 4	4,722	6,509	7,363	7,363	7,930	7,549	7,930	6'209	7,185	6,509	7,185	5,897	9,426	8,332	6,509	7,549	8,332	9,904	9,426	5,084	7,185	5,897	6,044	7,549	5,342	5,897	6,195	10,152	7,363	5,212	9,662	10,152	5,753
As of: 6/3/2021 08:13AM	Sten 3	4,496	6,198	7,013	7,013	7,552	7,188	7,552	6,198	6,841	6,198	6,841	5,616	8,977	7,935	6,198	7,188	7,935	9,433	8,977	4,843	6,841	5,616	5,756	7,188	5,087	5,616	5,900	9'669	7,013	4,964	9,202	699'6	5,479
As	Sten 2	4,283	5,904	6,679	6'9'9	7,193	6,847	7,193	5,904	6,516	5,904	6,516	5,349	8,551	7,557	5,904	6,847	7,557	8,984	8,551	4,612	6,516	5,349	5,483	6,847	4,845	5,349	5,619	9,207	6,679	4,727	8,764	9,207	5,217
	Sten 1	4,079	5,623	6,361	6,361	6,850	6,521	6,850	5,623	6,205	5,623	6,205	5,094	8,143	7,197	5,623	6,521	7,197	8,556	8,143	4,392	6,205	5,094	5,221	6,521	4,614	5,094	5,351	8,769	6,361	4,501	8,346	8,769	4,969
	Dav	Σ	Σ	Σ	Σ	Μ	Σ	Σ	Σ	Σ	Σ	Σ	Μ	Σ	N	Μ	É	Σ	ž	Σ	Σ	Σ	Μ	¥	Σ	Μ	Ň	Μ	Μ	Μ	Σ	Σ	Σ	Σ
	Grade Pav	M25	M38	M43	M43	M46	M44	M46	M38	M42	M38	M42	M34	M53	M48	M38	M44	M48	M55	M53	M28	M42	M34	M35	M44	M30	M34	M36	M56	M43	M29	M54	M56	M33
	Classification Title	DEPUTY ANIMAL CONTROL DI	DEPUTY BUILDING OFFICIAL	DEPUTY CO ADMIN OFF PROJ/GRANT	DEPUTY COUNTY ADMN OFFICER I	DEPUTY COUNTY ADMN OFFICER II	DEPUTY DIR OF CHILD SUPPORT SV	DEPUTY HUMAN RESOURCES DIRECTO	DEPUTY PUBLIC SERV DIR ADMN I	DEPUTY PUBLIC SERV DIR ADMN II	DEPUTY PUBLIC WORKS DIR I ADMN	DEPUTY PUBLIC WORKS DIR II ADM	DEPUTY REGISTRAR OF VOTERS	DEPUTY SOCIAL SERVICES DIR CPS	DEPUTY SOCIAL SERVICES DIRECT	DEPUTY SPEC DIST ADMIN FISCAL	DEPUTY SPECIAL DIST ADMN I	DEPUTY SPECIAL DIST ADMN II	DIRECTOR OF BEHAVIORAL HEALTH	DIRECTOR OF CHILD SUPPORT SERV	DISTRICT ATTORNEY ADMIN COORD	DPTY PUBLIC SERVS DIR-PROJECT	EMERG EVENT DATA EVAL PROG MGR	EMERGENCY SERVICES MANAGER	ENVIRONMENTAL HEALTH DIR	FACILITIES MAINTENANCE SUPT	FIRST FIVE EXECUTIVE DIRECTOR	HEALTH SERVICES ADMIN MANAGER		HEALTH SERVICES PROGRAM MGR	HEAVY EQUIP FLEET MAINT SUPT	HUMAN RESOURCES DIRECTOR	INFORMATION TECH DIRECTOR	) LANDFILL MANAGER
	Clace #	01-0158	01-2107	01-1999	01-2008	01-2003	01-2108	01-1524	01-2209	01-2210	01-0804	01-0805	01-2112	01-1221	01-1220	01-2059	01-2062	01-2063	01-0649	01-0525	01-2067	01-2212	01-0641	01-1600	01-1195	01-2017	01-0666	01-2065	01-0658	01-1137	01-2211	01-1525	01-2110	01-0809

PR Salary Grade/Step Report for Group 01

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# PR Salary Grade/Step Report for Group 01

# As of: 6/3/2021 08:13AM

Class #	Classification Title	Grade Pay	Pay	Step 1	Step 2	Step 3	Step 4	Step 5
01-2027	PRINCIPAL CIVIL ENGINEER	M43	Σ	6,361	6/9'9	7,013	7,363	7,732
01-1105	PRINCIPAL PLANNER	M44	Σ	6,521	6,847	7,188	7,549	7,925
01-1138	PROGRAM MANAGER	M41	Σ	6,055	6,358	6,675	7,010	7,360
01-1139	PROGRAM MANAGER - CPS	M46	Σ	6,850	7,193	7,552	7,930	8,327
01-2094	PROJECT AND PARKS SUPERINTEND	M28	Σ	4,392	4,612	4,843	5,084	5,339
01-0036	PUBLIC HEALTH NURSING DIRECTOR *		Σ					
01-2215	PUBLIC HEALTH OFFICER *		≥					
01-1321	PUBLIC SERVICES DIRECTOR	M57	Σ	8,989	9,438	606'6	10,405	10,925
01-0800	PUBLIC WORKS DIRECTOR *		Σ					
01-1180	PUBLIC WORKS SUPERINTENDENT	M34	Σ	5,094	5,349	5,616	5,897	6,191
01-2111	REGISTRAR OF VOTERS	M42	Σ	6,205	6,516	6,841	7,185	7,543
01-1500	RISK MANAGEMENT PROGRAM COORD	M32	Σ	4,848	5,091	5,346	5,613	5,893
01-1501	RISK MANAGER	M43	Σ	6,361	6,679	7,013	7,363	7,732
01-2105	SHERIFF-CORONER ADMIN MANAGER	M36	ž	5,351	5,619	5,900	6,195	6,505
01-1490	SOCIAL SERVICES DIRECTOR	M60	Σ	9,679	10,164	10,672	11,206	11,766
01-2006	SPECIAL DISTRICT ADMINISTRATOR	M55	Σ	8,556	8,984	9,433	9,904	10,398
01-1526	STAFF SERVICES MANAGER	M41	₽	6,055	6,358	6,675	7,010	7,360
01-1605	TAX ADMINISTRATOR	M41	Þ	6,055	6,358	6,675	7,010	7,360
01-2060	UTILITY SYSTEMS COMPL COORD	M43	Σ	6,361	6,679	7,013	7,363	7,732
01-1420	VETERAN SERVICES OFFICER	M34	Μ	5,094	5,349	5,616	5,897	6,191
01-0165	VETERINARIAN	M39	Μ	5,763	6,051	6,354	6,672	7,004
01-0566	VICTIM WITNESS PROGRAM ADMIN	M26	Μ	4,181	4,389	4,609	4,839	5,082
01-0791	WATER RESOURCES DEPUTY DIRECTR	M43	¥	6,361	6,679	7,013	7,363	7,732

Refer to exceptions noted in Resolution.

## Reso amending reso 2020-151 management salaries and benefits

Final Audit Report

2021-06-03

Created:	2021-06-03
By:	Carol Huchingson (carol.huchingson@lakecountyca.gov)
Status:	Signed
Transaction ID:	CBJCHBCAABAAzabmOl5GInS1HevsWTIQrkmYJthEnjl9

### "Reso amending reso 2020-151 management salaries and bene fits" History

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